

# UN Global Compact Communication on Progress 2017

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**In a rapidly changing world, it is our belief that those companies that build their business on sustainability will be the most successful.**



# Thoughts from the MP and CSR Partner

## Developing society

Welcome to our UN Global Compact Communication on Progress report 2017. In a rapidly changing world, it is our belief that those companies that build their business on sustainability will be the most successful. Strong results go hand in hand with companies keeping an eye on the future and taking the long-term consequence into consideration. It is essential for us in every way that through our legal advice we steer our clients' operations towards increased accountability. And we want to act responsibly ourselves as well.

Our most important job is to make our clients successful and at the same time help make our people become successful. We cannot make our clients successful if we do not have the best people who are also allowed to develop their talents in the best possible way with us. The two go hand in hand. We will be a success to our clients if we succeed in attracting the best people and through collaboration and the right framework develop all people in a way that enables them to show their talents.

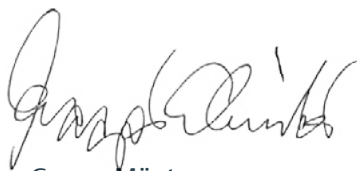
Inherently, it is a central part of the legal profession to participate in the development of society due to our important role in the realisation and development of the rule of law. It is just as natural to us that, through pro bono work, we provide legal expertise and experience to more people in Denmark.

However, legal expertise is not everything. We believe that education is a fundamental human right for everyone, regardless of his or her background, to have fair and equal access to education. This is why we invest so much in the School Project which helps pupils understand the importance of getting an education. The School Project has turned out to be the right solution as all pupils in the classes that have been a part of the Project have continued their studies after the 9th grade, which is quite a big change for the schools.

We continue making great progress on our CSR work. Our aim is to have a sustainably run business and it is clear that it generates value for all of our surroundings. A big thank you to our clients who support our work. Thank you to all our people who are passionate about CSR and thank you to the entire Plesner team for their dedicated, ambitious and enthusiastic contributions every day.



Tom Kári Kristjánsson  
Managing Partner



Casper Münter  
CSR Partner

Copenhagen, June 2017

# The School Project - Education is the way forward for young persons facing challenges

**Young persons' choice of education today will influence their future tomorrow. We are now ready to share the extremely satisfactory experience from our work with the school project and give other companies an opportunity to become involved.**

The School Project is the flagship of Plesner's CSR Programme - a socially useful project that, for the sixth consecutive year, makes a significant and measurable difference to schoolchildren by inspiring them to focus on education.



**"When we started the School Project in 2011, we hoped it would work. At the time, our only ambition was that if we could make a difference for one pupil, the project would be a success. Six years later, we have**

**seen the same positive development among the pupils many times, and now we know that it works. That is why it is so satisfying that today we can prove that all pupils who have been involved in the project have decided to continue their studies. According to the managements of our partner schools in Nørrebro, this is very rare".**

Shaina Jabbar, Attorney-at-Law, Partner  
Responsible for the School Project

## The results are overwhelming

As a co-promoter and the person who is responsible for the School Project, Plesner Partner Shaina Jabbar has cause to rejoice in the results of the project that far exceed the original expectations. Since the beginning, the project has developed enormously, a development that to a high degree is founded on the persistent interest and support of everyone involved. This goes for both schools, pupils, role models, businesses and, not least, Plesner's own people.

*"Every time we start working with new school classes, it is a pleasant surprise how soon the pupils embrace the project. We are met by great open-mindedness and a desire to be involved in the project, and the enthusiasm of the pupils is far and away the most important driving force for the collaboration".*

## Learning by doing

Each pupil has a role model who will follow him or her throughout the project and help him or her decide which field of education to pursue. As a former pupil at Nørrebro Park Skole and someone who has broken the established pattern, Shaina is one of eight role models.

*"We started from scratch, we have learned a lot on the way and we have gradually become more confident as role models. Throughout the process we have had a close and inspiring collaboration with both the school management and the teachers, and it has been important to us to listen to the pupils' own wishes and ideas during the development of the project", explains Shaina.*

The pupils have now also expressed a wish to stay in touch, both with each other and with the role models, when they leave after their final exams. Work is therefore actively being done in the form of new initiatives on social media, for example Facebook, that are to make it possible to stay in contact and follow the pupils on their way through further education or jobs.

## Increasing interest from the business community

Visits to companies where the pupils are introduced to a multitude of job functions form an important part of the School Project. Interest among businesses that want to invite the pupils to come visit has been steadily increasing. Many businesses want to open their doors to young persons who will be the employees of the future in a few years and want to be involved in influencing their choice of jobs and careers. The school classes have visited McDonald's, the Copenhagen Metropolitan Police, Dong Energy, Sund & Bælt and Berendsen Textil Service, among many others. The pupils have been well received everywhere and a few times businesses have even helped procure internships and student jobs.

# Plesner's School Project

The project comprises two schools in Nørrebro in Copenhagen.



Nørrebro Park Skole

Two classes that started the 8th year in August 2017



Blågård Skole

One class that started the 9th year in August 2017

**Since the beginning of 2011, more than 100 pupils have taken part in the School Project and they have all decided to continue their studies.**

*"We have come to know the role models really well and it is rewarding to talk to them, especially in small groups where we also talk about more personal stuff"*

Thea, 8th grade

*"We would really like to thank Plesner for this fantastic project. For giving us the opportunity to visit companies and for opening our eyes to future job opportunities. Thank you so much for letting us be part of your project. We are really grateful."*

Fathma, 9th grade

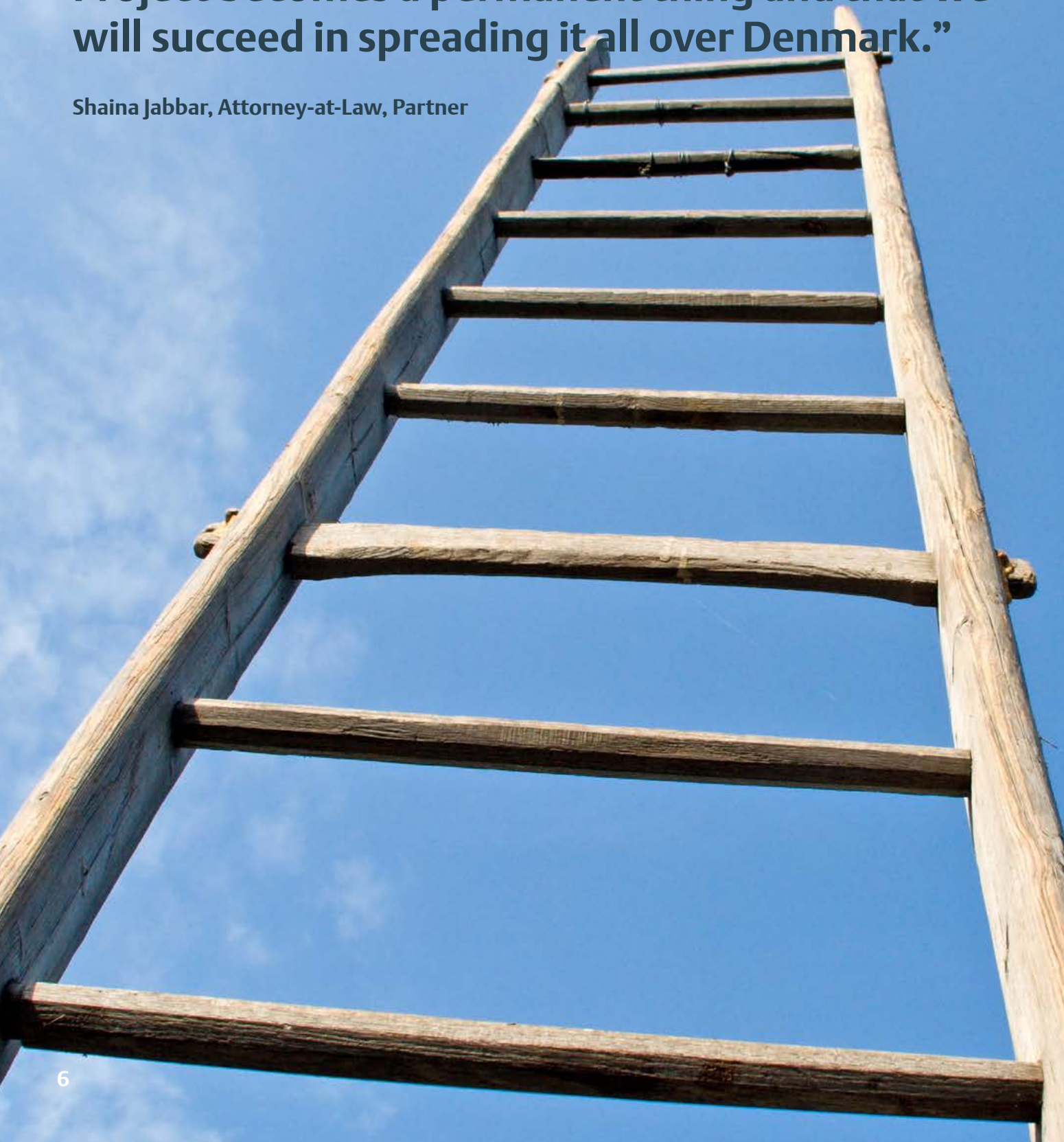
*"For a long time I only thought that I was to be in school for nine to ten years. But today I think differently. I like working with my hands and I would like to become an engineer or a doctor."*

Mohammed, 8th grade



**“Just imagine how many young persons we will be able to reach if we get new businesses on board that want to be actively involved in this project. It is my greatest wish that the School Project becomes a permanent thing and that we will succeed in spreading it all over Denmark.”**

**Shaina Jabbar, Attorney-at-Law, Partner**



## Like ripples in the water

The distinctively increased interest from the surroundings is the reason why Plesner, headed by Shaina, is now ready to share our experience in the hope that others will seize the good idea and contribute to making a difference. She has collected experiences in a manual that illustrates the concept and makes it plain why and how a business should get involved in a school project.

*"After a cautious start we can see that the message about the school project is spreading like ripples in the water. In the beginning, we sought out possible businesses but now businesses and organisations are contacting us. They realise that this is a unique project that makes a difference for the pupils by motivating them to get an education. For me, it would be fantastic if we could succeed in inspiring other businesses to adopt the idea and become involved in a socially useful project on a nation-wide basis".*

Initially, we plan to invite a number of resourceful businesses focusing on CSR to participate in a dialogue about the interest and possibility to set up a school project. They will get a ready formula on how to get started as well as a number of good reasons for committing to a school project.

**"Overall, this is about the importance of assuming social responsibility for children and young people facing challenges to make them more aware of their future prospects. But we have also seen our own business being re-energised and our employees being proud. It is our intention that the good advice, ideas and guidelines in the manual are to make it as easy and smooth as possible for businesses that are interested. That is why the package also includes a hotline to Plesner in order to ensure that the businesses get all the help they need during the upstart phase".**

Shaina Jabbar, Attorney-at-Law, Partner

## It takes a truly committed person

It is a prime requisite for becoming involved in a school project that you are passionate about making a difference and are ready to commit yourself to some young persons who are both facing challenges and are vulnerable. It is a big task that should not be underestimated. However, if you decide to follow the pupils closely and help them on the way, you will get lots of gratitude, energy and joy in return. Shaina's motivation is also based on her personal experience of breaking the cycle of disadvantage and setting your sights high in terms of education and career.

*"To me, there is no doubt. Education is the central element of a person's personal and career development and the degrees of freedom I have obtained today. For every step I have climbed up the educational system I have been able to break away, in a positive way, from the prevailing prejudices and restrictions in my social environment. My family have seen me flourish and I have been fortunate to have their support. I use the room and the opportunity I have as a role model to some of the girls in the School Project to tell them about my own experiences and how I have succeeded in reaching my goals against all odds. In my world, everything is possible and achievable if you really want it. Those are the seeds I would like to sow in the pupils to enable them to make their own choices on an informed basis. It is really of immense value to me to see them develop in such a positive way during the course of the project", says Shaina.*

Read more  
about our local  
community  
support

## The School Project receives the Dreyer Award

In the autumn of 2016, the Plesner School Project received the Association of Danish Law Firms' distinguished Dreyer Award. The award was given for the great effort with respect to social responsibility and the example set by Plesner to the legal industry as a whole. The honour is accompanied by a sum of money that is to be spent on further work on the project.

*"I am proud that the project is recognised and made visible. I am very pleased on behalf of both Plesner, the School Project and the pupils. The money accompanying the award is to be spent on making a difference for as many pupils as possible in the two schools in a manner that the pupils will be involved in deciding", says Plesner Partner Shaina Jabbar, who received the award on behalf of Plesner.*



# Value-creating pro bono collaboration

**Plesner's new pro bono work structure ensures that selected charitable organisations receive faster and more specialised advice.**

For a number of years, Plesner has provided pro bono legal advice in collaboration with law students at the University of Copenhagen. From the start in 2012, the Student Volunteers programme has made it possible for students to do pro bono work on a voluntary basis and to strengthen their legal skills through practical working experience supported by experienced Plesner attorneys.



"The positive feedback that we have received from all involved parties makes it abundantly clear that the Student Volunteers programme has been a success. The project has combined the charitable

organisations' need for legal assistance with the opportunity for students, who first hand have experienced the value of voluntary involvement, to work professionally. Our own lawyers are also proud of the assistance they have provided on a voluntary basis, both to the charitable organisations and to the students"

Lars Mygind Bojsen, Attorney-at-Law  
Pro Bono Coordinator

## Optimised pro bono advice

After four years, it was decided to phase out the Student Volunteers arrangement from 2017 as it has required extensive in-house coordination. Many internal resources are required to coordinate the collaboration to everybody's satisfaction, wherefore we wish to free resources to be able to provide faster and more specialised advice to the charitable organisations. Thereby, we will optimise our pro bono work.

## Collaboration in progress

In order to ensure full use of the resources that we have set aside for the CSR work, one new organization has joined during the past year, i.e. Child Brain Cancer Foundation (Børne Hjernecancer Fonden). Future plans include strengthening the contact to the eight organizations that we service today by holding regular status meetings, says Lars (see below list).

*"The organisations' request for our assistance varies a lot. Through regular contact we want to help and advise the charitable organisations define more types of legal work that can be provided within the framework of the collaboration."*

## Commitment on a voluntary basis

During the past year, Plesner has delivered more than 1.000 hours doing voluntary pro bono work. Lars is in charge of the internal coordination of the work and he is delighted to be a part of Plesner's pro bono network.

*"We get much positive feedback from the humanitarian organisations that are grateful for the assistance we provide. It also makes an impression when you meet all the committed people in the organisations who, on a voluntary basis or for modest pay, work tirelessly to help other people. If we can contribute to making their life just a little bit easier by using our professional expertise and skills, this is in itself very rewarding and valuable."*

**1.000**  
PRO BONO HOURS

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**8**  
PRO BONO  
ORGANISATIONS



## Legal advice with a humanitarian purpose

On a regular basis, Plesner receives inquiries from the charitable organisations that want to appear trustworthy and professional to both their members and other stakeholders. The money not spent on procuring legal advice goes directly to the humanitarian work.

During the year, we have assisted Børns Vilkår (Children's Welfare) improving and holding its annual general meeting and by making a special effort we succeeded in fulfilling the aim of obtaining increased attendance and more active members. In connection with the organisation's move to a new domicile we were involved in negotiating and drafting a new lease. We have also provided feedback and advice in connection with contract negotiations with sponsors, and we have assisted with negotiating a collective agreement and with questions on labour and employment law in general.

**Rasmus Kjeldahl, Executive Director, Børns Vilkår (Children's Welfare):**

*"Plesner is a very professional collaborator and we benefit greatly from the partnership, both in terms of specific matters and advice of a more general legal nature. Our Plesner contact persons are always very helpful and forthcoming and understand the challenges of being an NGO."*

*"In our work with children it is very important that we appear as a fully professional partner to our sponsors, foundations and other stakeholders. In that context our collaboration with Plesner is very valuable to us, in particular at a time when the extent and the complexity of our financial circumstances, activities and contacts are growing".*

Børns Vilkår (Children's Welfare) is a private humanitarian organisation that has worked for all children in Denmark since 1977. The goal is to ensure that children can get the help they need and ensure children's right to a safe life and a good childhood.

We have assisted Muskelsvindfonden (The Muscular Dystrophy Foundation) with looking into and structuring possible payment solutions in connection with its regular events, for example the annual Grøn Koncert. The rules governing the use of payment cards and electronic payment are complicated, primarily because it is important to ensure compliance with the Danish Act on Measures to Prevent Money Laundering.

**Lea Haldrup, Financial Controller, Muskelsvindfonden (The Muscular Dystrophy Foundation):**

*"We have a direct contact with Plesner who passes on our questions and problems to the specialists that can help us solve them. We are very pleased with this form of collaboration. It works really well for us."*

*"It also helps qualify our work that we are able to seek legal advice from Plesner, also in areas where we would not normally use an attorney. It could be draft agreements or other collaboration agreements where we are uncertain of the content and wording. It means a lot to us that we are able to minimise the costs relating to legal advice through our collaboration with Plesner. If we save money in that area, we are able to spend more money improving the conditions for people with muscular dystrophy."*

*"Next year we must comply with the new Danish Act on Processing of Personal Data that enters into force in May 2018. The Act introduces stricter rules for the storage of personal data and one of the consequences is that we must enter into new agreements with our IT providers. It is a very complicated area that requires resources and skills that we do not have. This is why we have high hopes for the future collaboration with Plesner."*

Since 1971, Muskelsvindfonden (The Muscular Dystrophy Foundation) has worked for people with muscular dystrophy and their families being able to live an active life. It is an important condition that there is room for everyone so that handicapped people are able to be a part of all aspects of life.

# Selected organisations

It is a central element of Plesner's CSR Programme that we provide pro bono legal advice to selected charitable organisations in order to make a difference for vulnerable children and young people as well as those who are critically ill. The organisations' work is primarily based on special allocation funds from the State as well as donations and grants from private individuals, foundations and the business community.

- Bryd Tavsheden (Break the Silence - a Danish non-governmental organisation for individuals exposed to domestic violence)
- Børns Vilkår (Children's Welfare)
- Julemærkefonden (The Christmas Seal Foundation)
- Red Barnet Ungdom (Danish Child Rights Ambassadors)
- Scleroseforeningen (The Danish Multiple Sclerosis Society)
- Make-A-Wish Ønskefonden (The Make-A-Wish Foundation)
- Muskelsvindfonden (The Muscular Dystrophy Foundation)
- Børne Hjernecancer Fonden (The Child Brain Cancer Foundation) (NEW)

Read more  
about our pro  
bono work



## >> RED BARNET UNØDDOM <<



**During the past year, more than 50 Plesner assistant attorneys, attorneys and partners have delivered more than 1.000 hours on pro bono project work. To this number should be added a significant number of hours invested by secretarial and administrative staff.**





**“When we understand our own strengths and weaknesses better, we also become better at deciphering the client’s preferred form of collaboration.”**

**Niklas Korsgaard Christensen, Attorney-at-Law, Partner**





# The art of setting the right team

**Our ability to collaborate and act as a team is a key initiative regarding employee satisfaction due to our CSR focus on 'Social and Environment'. It is extremely important both for the well-being of our employees and for the results we deliver to our clients. A new typology tool optimises the setting of teams and strengthens the collaborative environment.**



"Good collaboration starts by knowing who we are and which fundamental strengths and preferences we act on as human beings. It is essentially a question of getting to know yourself and your

colleagues better. When the team is aware of their differences, it is easier for the members of the team to recognise and appreciate their colleagues, all for the benefit of the collaboration in the organisation and our ability to provide high-quality solutions"

Niklas Korsgaard Christensen  
Attorney-at-Law, Partner  
Responsible for HR

Since 2015, Plesner has worked intensively with JTI, a typology tool used in the development of both principals, employees and teams. The process has focused on how to develop teamwork further through increased self-insight and strengthened collaboration. Active use of JTI has now also turned out to be an efficient tool to set the right team for a specific project.

## Understanding promotes collaboration

Niklas has been heading a legal project that he describes as the largest Danish arbitration proceedings in recent history. The proceedings concerned a very complex and voluminous case, including extensive documentation. Over a period of 2-3 years, a Plesner team of up to 15-20 people were working on the case. The team benefited from JTI on several levels, both as to the internal project collaboration and in balancing the expectations with the client.

*"We decided to make the personal profiles available internally in the team in order that everybody would become aware of and understand each other's preferences and strengths. As the head of the team, it became easier for me to map the various skills and allocate the work in relation to the tasks we were to perform. This is critical to the quality of the results that are to be delivered. When we understand our own strengths and weaknesses better, we also become better at deciphering the client's preferred form of collaboration. JTI has also proved valuable in respect of getting right the service level the client expects and needs".*

## Dynamic team setting

A good example is that the client had a very great demand for detailed time schedules, fixed deadlines and continuous feedback. More specifically, a system was set up for the structured handling and exchange of documents. During that phase it was important that the employees on board were keen on structure and planning whereas profiles with a more holistic approach and who are more flexible and spontaneous were needed for other parts of the project. Likewise, it turned out to be crucial that the employees working on the project had an eye for details that enabled them to keep track of the extensive material and the many requirements for documentation.

*"Setting the team and allowing for different profiles create dynamics. But at the same time it is important that the employees supplement and complement each other in the right way during the different phases of the project. In our everyday life we talk about customers and clients but the fact of the matter is that we are always dealing with human beings. When the client is represented by many different persons, each having his or her own preference, it creates confidence that we are able to adapt our services and our approach to the individual person's requirements and expectations. That has been an important takeaway from this project", explains Niklas.*



## First-class efficiency

The project has been completed and the use of JTI has strengthened both the collaboration, the performance of tasks and the project results. This is also confirmed by the client's feedback.

*"Efficiency and productivity were significantly improved when we actively started allocating work by using JTI. The clients have expressed great satisfaction with our way of working and have specifically praised our ability to coordinate the proceedings, handle the very extensive material and structure the deliveries. In our line of business, time is money and the more efficiently we work and collaborate, the lower the client's costs."*

## Tool for human resource development

He expects that in future the use of personal profiles will become a natural way to collaborate and set teams in Plesner. But more as an underlying tool that has turned out to be easily applicable in everyday life. JTI has given principals and employees a tool that makes it easier to put into words the areas in which the individual employees will benefit most from developing.

## The strength is in the differences

Employee feedback indicates that the project boosted the employees' well-being.

*"I am convinced that as an employee you are more satisfied and is far more efficient when the work you do matches your own preferences and strengths. I have no doubt that our internal collaboration was rendered more flexible by this. Everyone has embraced the JTI mindset, and today it has become a natural way of communicating. We have a common language and a better understanding of why we have different approaches to work and how best to collaborate. This is where our differences really become a strength", says Niklas.*

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about our social  
responsibility



**Anne-Sophie Truelsen, Attorney:**

*"I am a distinctly methodical person who is good at planning and structuring. It has therefore been natural for me to be the coordinator for the planning of large projects. In that way, I can ensure that the work is allocated in accordance with the team members' preferred way of working. Like me, some are very structured and attentive to details whereas others are more spontaneous and intuitive in their way of working. Some people prefer becoming absorbed in their work whereas others get their energy from their relationships with colleagues and clients. Our collaboration is clearly strengthened when we can use the working methods that seem most natural to us".*



**Frederik Lenskjold Olsen, Attorney:**

*"When you contribute your strengths to the project team, you feel that you are doing your best for your colleagues and it affects collaboration and well-being favourably. JTI acts as a natural tool for assigning and performing tasks. I have seen a distinct allocation of tasks that involved planning or practicalities to the employees who are good at holding on to structure and fixed limits. I am myself more motivated by work that requires flexibility, adaptability and an innovative approach to finding new ideas and solutions. In the same way, we understand how to share communication and work with the client according to our strengths. This approach has not only added to the quality of our advice but has also contributed favourably to the personal relationships with the clients".*



### **Development and feedback walk hand in hand**

Our employees are driven by the opportunity to constantly develop their skills and learn more. The employees have expressly asked to receive constructive and regular feedback on their performance and results. This is why every individual employee is subject to a performance assessment.

The evaluation process is organised so as to ensure that assistant attorneys and attorneys receive structured feedback from their immediate principal three times a year. At the same time, this is a common balancing of expectations that makes performance goals and results clearer. This connects the feedback directly to the individual's professional and personal development, which both principals and employees find very valuable.

We will continue to focus on contributing to an improved environment where possible and due to our CSR focus on 'Social and Environment', we continue our work in these four areas in particular: Energy optimisation and reducing carbon dioxide emissions. Environmental considerations by making eco-friendly purchases. Maximum recycling of all waste. Organic profile in the staff canteen.

#### CASE:

## New energy saving options

**In the past few years, our energy consumption has been significantly reduced as a result of a large number of energy-saving measures.**

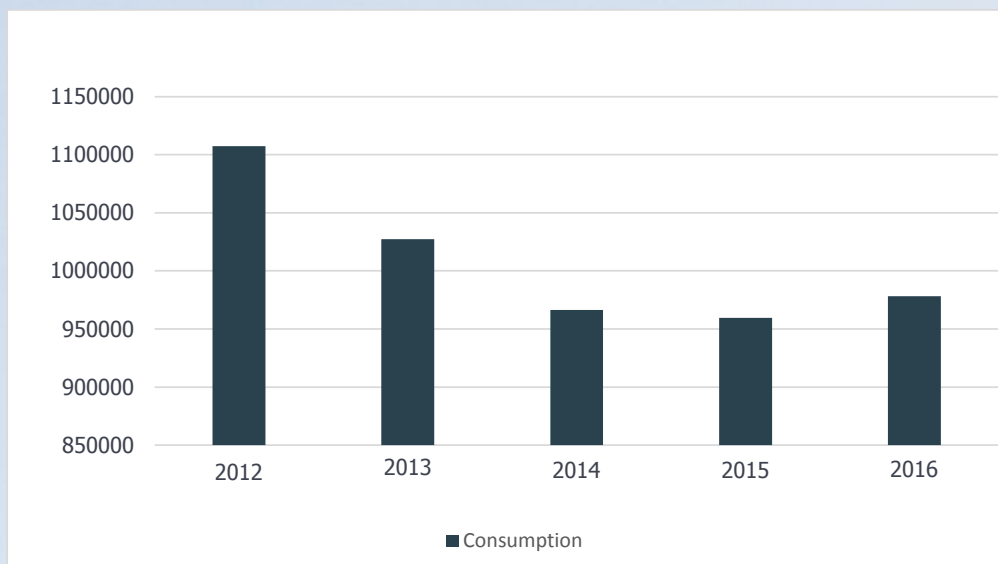
This includes replacing most of our light sources to LED lighting and optimising all our technical systems. In 2013, we gradually started the transition to LED lighting when we began using LED light bulbs in desk lamps and the lighting above the entrances to our lifts.

In the most recent reporting period, we have had a slight increase in our power consumption. To a certain extent, the increase has been caused by the increased level of activity at our offices. However, recent developments have made it possible for us to get the most optimal lighting. In the past year there have been great developments in LED lighting. It means that it is now possible to use LED light sources in our lighting.

The developments have made it possible to replace our ordinary fluorescent tubes with LED lighting, also in our ceiling lighting, without the waste of resources that would otherwise have been the result if we replaced our existing lamps. We expect that the change to LED lighting in the many areas of our offices where the light is always on, corridors, conference rooms, staff canteen, will result in a reduction in our aggregate power consumption.

We will continue to follow our energy consumption closely and our ambition is to have the most energy efficient solutions on the market. We will also work actively to ensure further improvements by changing people's behaviour.

### Power consumption 2012 - 2016



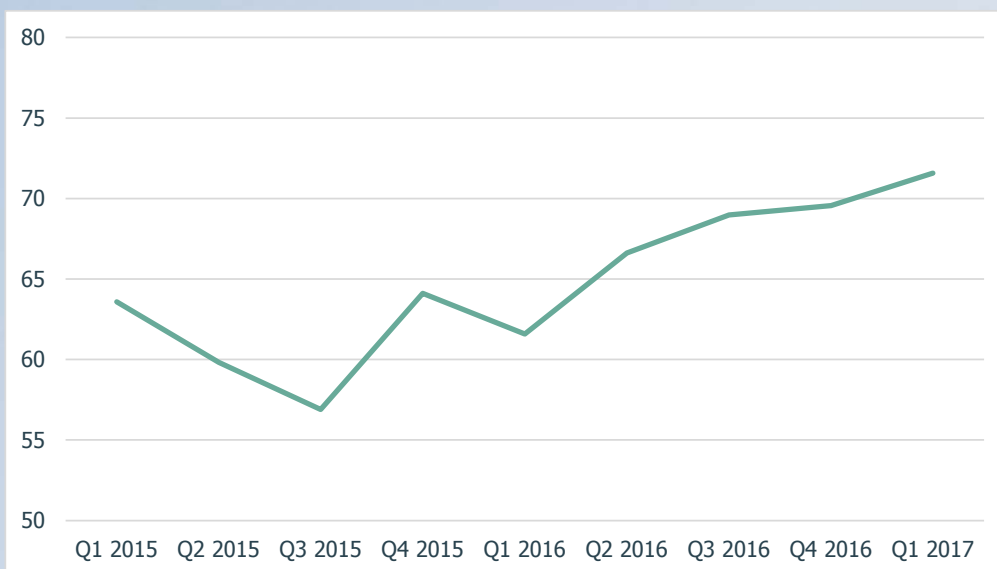
Read more about  
our environmental  
responsibility





We have achieved our objective to continue to increase the amount of **organic products** in our staff canteen and at meetings and we keep the silver badge issued by the Danish Veterinary and Food Administration With 60-90% organic raw materials. We are currently focusing on serving less meat and more vegetables. Finally, food waste is kept at the low level that was the result of the efforts in recent years.

## Ecology in the canteen %



**The work on increasing the number of female partners is not quickly done. It requires a persistent effort, close dialogue with the target group and a willingness for change.**





# Plesner steps up diversity

**It is being said that firms with diversity in leadership have stronger financials, better client relationships and greater opportunities for innovation. The work relating to women and their careers is a long haul and requires a persistent effort.**

Since 2011, one of our CSR objectives has been to increase the number of our female partners. Panel discussions with guests about current topics have been held to support the objective. We have systematised meetings before, during and after maternity leave to ensure a closer dialogue. And since 2014, we have offered all third-year female assistant attorneys a mentor scheme. Our many female talents have welcomed the initiatives.

Our surroundings have also acknowledged our work and in 2014, 2015 and 2016 we were named the best Danish law firm for 'Women in Business Law' by the leading international financial magazine Euro-money. However, the number of our female partners has not increased and in the past year there has been good reason to focus on the work even more.

Our panel discussions and workshops about women and their careers have definitely influenced our culture throughout the organisation. This is a very positive development and in the past year we have had an increasingly more open dialogue about diversity.

We now have a new generation of women and new ideas were conceived at the most recent workshop with the target group and the management and it has become clearer how we can create a better framework/better models for our work.

One of the wishes has been that we continue our mentor scheme for female lawyers. We have applied for and received an approval for an extension of the mentor scheme for a five-year period.

Also the need for an acceptance of a "slow period" through a new model for norm and new plan for offboarding, during and onboarding was emphasised by many. A 'fast-track' team headed by our HR partner is designing the new model. This move is one of a number of new initiatives made to ensure that more women are coming up for partnership at Plesner. We believe that at least partly it is an organisational structure issue. The timing of parenthood can often be tricky for women on the partnership ladder.

In another new initiative our partners have taken on an even bigger role in being measured in terms of identifying talents early, confronting the challenges that the talents are expected to face and tailoring an individual plan for each woman's road to partnership.

The work on increasing the number of female partners is not quickly done. It requires a persistent effort, close dialogue with the target group and a willingness for change. We are persistent and look forward to reporting on the continued development.

Read more about  
our social  
responsibility

## 58

PARTNERS TOTAL

## 9

FEMALE  
PARTNERS

# How we implement Global Compact

## The UN Global Compact's 10 principles

### Human Rights:

- Our firm should support and respect the protection of internationally proclaimed human rights within its sphere of influence
- Our firm is to make sure that it is not complicit in human rights abuses

### Employee rights:

- Our firm should uphold the freedom of association and the effective recognition of the employee's right to collective bargaining
- Our firm should support the elimination of all forms of forced and compulsory labour
- Our firm should support the effective abolition of child labour
- Our firm should support the elimination of discrimination in respect of employment and occupation

### The Environment:

- Our firm should support a precautionary approach to environmental challenges
- Our firm should undertake initiatives to promote greater environmental responsibility
- Our firm should encourage the development and diffusion of environmentally friendly technologies

### Anti-Corruption:

- Our firm should work against corruption in all its forms, including extortion and bribery

## Plesner's CSR initiatives

### Human Rights:

- Pro bono legal advice
- The School Project
- Further and supplementary training of employees
- Leadership programme

### Employee rights:

- Employee satisfaction surveys
- Women and their careers
- Employee performance reviews
- Quarterly reviews of assistant attorneys and legal interns

### The Environment:

- Reduction of energy consumption
- Reduction of paper consumption
- Electronic processes
- Environmentally labelled products
- Environmentally correct removal of waste
- Organic products in the staff canteen

### Anti-Corruption:

- Policy implemented – constant compliance with legislation